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ABSTRACT

Results are reported from a survey conducted to examine the interdependence of family and work, with special emphasis given to the child care arrangements that make work possible. A total of 953 employees (458 women, 490 men, and 5 not reporting their sex) from three companies in Washington, D.C., were sent a four-page questionnaire designed to elicit information regarding job and family characteristics, types of and satisfaction with child care arrangements, future child care plans, and other information (such as amount of time and distance traveled for child care). Three major findings are highlighted: (1) absenteeism from work was related to parental responsibilities and to the type of child care arrangement employed, (2) family composition determined the type of child care arrangement used by a family, and (3) employees experienced difficulty when trying to enter the day care market. (A copy of the questionnaire form and tables of data are appended.) (MP)

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When Parents Are At Work:

A Three-Company Survey of How Employed Parents Arrange Child Care

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Greater Washington Research Center

A Background Paper Prepared for the Greater Washington Research Center's Task Force on Local Government Response to Fiscal Pressure

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Preface

In November, 1982, the Research Center published a paper by George and Eunice Grier called Metropolitan Washington: Leader in Changing Lifestyles. It pointed out that metropolitan Washington is a leader among major metropolitan areas in its percentage of working women and in its percentage of non-family households.

We set out to determine some of the effects of these trends on children. With so many women working, we speculated that need for care for the children of working mothers must be high. With fewer "traditional" households -- a husband working and a wife staying home to care for the children -- we speculated that parents must be foreced to turn to other sources of child care.

We therefore commissioned Dr. Arthur C. Emlen, Director of the Regional Research Institute for Human Services of Portland State University and a nationally recognized authority on child care, to do a survey to test our speculations. We asked him to find out what employed parents are actually doing about child care while they are away from home on the job. This paper sets forth Dr. Emlen's findings.

We were most fortunate to gain the generous cooperation of three civic-minded Washington employers: the C&P Telephone Company, the Federal National Mortgage Association, and the Washington Gas Light Company. These three public-spirited firms distributed Dr. Emlen's survey questionnaire to randomly selected employees and permitted the employees to complete the form on company time. We were also fortunate to receive a grant from the Community Foundation of Greater Washington to fund part of the cost of the survey.

While Parents Are at Work grew out of the research done for the Greater Washington Research Center's Task Force on Local Government Response to Fiscal Pressure.

Together, the final report of the Task Force and the research papers prepared in connection with the Task Force project, including this one, comprise the Research Center's second report on the State of the Washington Region, a report made possible by a major grant from the Eugene and Agnes E. Meyer Foundation. Additional funding for the Task Force on Local Government Response to Fiscal Pressure has been received from:

> Acacia Mutual Life Insurance Company; Aetna Life & Casualty Foundation; American Management Systems, Inc.; Anonymous; The April Trust; Booz, Allen & Hamilton Inc.; Ann and Donald Brown; C&P Telephone; CBS Inc.; Community Foundation of Greater Washington, Inc.; Communications Satellite Corporation; Covington & Burling; Marshall B. Coyne Foundation, Inc.; The Max and Victoria Dreyfus Foundation Inc.; Federal National Mortgage Association; First American Bank, NA; The Ford Foundation; Ford Motor Company Fund; Foundation for Middle East Peace; General Electric Company; The Aaron and Cecile Goldman Foundation; Government Employees Insurance Company; Philip L. Graham Fund; Group Hospitalization, Inc.; Gulf Oil Corporation; Hechinger Foundation; The Corina Higginson Trust; International Business Machines Corporation; Kaiser Aluminum & Chemical Corporation; The Kiplinger Foundation, Inc.; The George Preston Marshall Foundation; MCA Inc.; Merrill Lynch Pierce Fenner & Smith Inc.; Eugene and Agnes E. Meyer Foundation; National Geographic Society; The Neel Foundation; Peat, Marwick, Mitchell & Co.; Perpetual American Federal Savings; Planning Research Corporation; Potomac Electric Power Company; Price Waterhouse; Queene Ferry Coonley Foundation, Inc.; Raleigh Stores Foundation; Riggs Bank; The Rouse Company; John Thomas Smith Memorial Foundation; Hattie M. Strong Foundation; USAir; Washington Gas Light Company; and Woodward & Lothrop.

Interpretations and conclusions contained in the Research Center's publications are those of the authors. They should not be ascribed to the Research Center, its trustees, its members, or its funding sources.

Atlee E. Shidler
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SUMMARY

In a study called Metropolitan Washington: Leader in Changing Lifestyles, recently published by the Greater Washington Research Center, George and Eunice Grier reported that families in the Washington, D. C. area lead the nation in new lifestyles -- such trends as fewer children, increased numbers of working women, greater diversity in types of households, and rising household incomes. What do these changes mean for working parents, for child care, and for employers? In this study, also commissioned by the Greater Washington Research Center, we examine the interdependence of family and work, with special emphasis given to the child care arrangements that make work possible.

From all directions, we hear strong opinions, countered by nagging doubts, about the need for day care. Too often the question is taken out of context. First we need to know about the ways employed parents manage to arrange child care in order to be at work. Why do they make the arrangements they do? Are they happy with their child care arrangements? How easy or difficult is it to find child care? Does their ability to make and maintain their child care arrangements affect their work?

Many communities have used surveys to assess what consumers want. This survey examines what employees are actually doing and analyzes the difficulties with their current child care arrangements. The national consumer surveys by Unco in 1975 and the major studies of center care and family day care have provided detailed information about patterns of day care and their use. The contribution of this survey lies in its focus on the employee, examining child care in the context of relationships between family and work. The importance of understanding these relationships becomes apparent whenever the community undertakes to do something about child care needs.

The study is unique in its scope and approach. In contrast to other studies of child care arrangements which usually focus only on the employed mother, this study, taking its pictures through a wide-angle lens, brings all employees into view in order to compare those who have children with those who do not, as well as to compare the parental responsibilities of both men and women. The comparisons allow us to study both paternal and maternal employment and to see the situation of the working mother in a broad perspective.

Answers to these questions are based on an October, 1982 confidential survey of 953 employees from three Washington, D. C. employers: the C & P Telephone Company, Federal National Mortgage Association, and the Washington Gas Light Company.

Of the 953 employees, nearly equal numbers of men and women responded to the questionnaire. Forty-four percent of these employees classified themselves as "management" — 37 percent of the women employees and 51 percent of the men. They work a full, regular week, with 97 percent working full time or longer and 92 percent working days only. Since 57 percent have at least two working adults per household, it is not surprising that 65 percent report total household incomes of $30,000 or more. Half of the women employees and half of the men employees reported having custody of children under 18 years of age. These employed parents' need for outside child care resources depends on how many adults there are in the employee's family household and on whether they, too, work outside the home. The most obvious characteristic of these households is their diversity in number of adults and number of adults who work in the labor force.

The survey sample illustrates the diversity of household and lifestyle found by

the Griers to characterize the trend-setting Washington metropolitan area. Employees who do have children are more likely to have a working spouse or other working adults in the household — 62 percent of working fathers and 69 percent of working mothers, compared to 52 and 44 percent of men and women employees who do not have children. Twenty six percent of mothers are the only adult in their household, while six percent of employed fathers are the only adult in theirs. The "traditional" pattern of a family composed of one employed father and one wife or other adult at home with the children represented 29 percent of the working fathers. Many households were more complex and were composed of additional adults (age 18 or older) who were not working in the labor force and who could be available for child care; 41 percent of employed fathers and 16 percent of employed mothers have these "built-in" potential child care resources at home.

There are three major findings from this study:

• Absenteeism Is Related to Parental Responsibilities and Type of Child Care. Absenteeism rates provide one way of measuring the effects of family responsibility on loss of time from work. Defined broadly as any time away from the job in the past four weeks, absenteeism was measured in four ways: days missed, times late, times left early, and times the employee had to deal with family-related matters during work hours. So that rates of all employee groups could be compared, the survey made no reference to child care, health, disability, or any specific reasons for absenteeism.

The number of days missed by all employees in the three companies amounted to a total of 629 days in a four-week period, a 3.3 percent loss from the possible full employment for the period. An average (mean) four-week work loss of .658 amounts to an average of eight days per year per employee. These figures are reasonably comparable to national averages.

Employees who must make out-of-home child care arrangements reported missing twice as many days as those without parental responsibilities. Generalizing about the more subtle forms of work loss, we find that time loss during working hours is consistently higher for those employees with parental responsibility. This holds true for both management and non-management personnel of either sex.

The relationship between absenteeism and the kind of child care arrangement parents use is especially pronounced. Employed parents who have a spouse or other adult at home available for child care have work-loss rates on a par with employees who have no children, while parents pressed by circumstances to use other forms of care have higher rates. Parents using family day care, more difficult to find than other arrangements, report the highest absenteeism rates -- an annualized rate of 15 days missed. Somewhat higher rates of work loss are also experienced by those using day care centers, those relying on older brothers and sisters, and by those whose children look after themselves.

• Family Composition Determines Type of Child Care. The kind of child care employed parents use is strongly determined by the interaction of two factors: the number of children and their ages and the presence or absence in the household of persons who can serve as resources to provide child care. This may seem to be stating the obvious. It is not. It is important to recognize that as a general pattern parents are highly likely to use the resources they happen to have at home, whether family incomes are above $30,000 or under. They use a spouse or adult at home for all ages, an older brother or sister for children of younger school ages, and self-care for older children. If parents have no home resources for a very young child or for a youngish school-age child, they turn to family day care. They turn to center care

mostly for preschoolers. Out-of-home child care is arranged by parents having fewer children, and it is used twice as frequently by the working mothers as by the working fathers.

• Employees Experience Difficulty When They Try To Enter the Day Care Market. Validating the absenteeism findings, other evidence suggests that daily life becomes complicated for those parents whose "built-in" family resources for child care are limited. The traditional arrangement with a spouse or other household adult sets a standard of feasibility not matched by the other arrangements. It enjoys the highest level of satisfaction -- 91 percent -- the longest continuity of care per arrangement, the widest age flexibility, and the lowest rates of absenteeism.

Having children look after themselves is the most frequently used child care arrangement of employed parents, with 34 percent of parents using it for an average of 15 hours a week. Eighty percent of the children are age 12 or older. Although most of these children are old enough to be babysitters, a third of the parents have mixed feelings, at least, about this kind of child care arrangement. Having children look after themselves is associated with interruptions during the work day, but not strongly with the other kinds of absenteeism.

Family day care is the second most frequently used kind of arrangement for employed mothers who are twice as likely to use family day care as men. It represents, for women, 26 percent of their arrangements and 60 percent of the out-of-home arrangements made in the day care market. While 66 percent of all parents using family day care report being satisfied with their arrangements, that does leave a third who are less than satisfied. Family day care users also report higher than average difficulty in finding child care, and they travel extra distances for it. Those employed parents who use it also pay a price in absenteeism in the form of days missed, lateness, and occasional time loss during work hours. The evidence suggests that the family day care market is not functioning adequately enough to provide easily accessible resources.

Another form of out-of-home care that employees report more difficulty finding is the day care center. In addition, absenteeism for employees who are center care users is different than for employees using other forms of child care; center care users tend toward lateness and time off during work hours, but are not especially prone to missing whole days. Center care accounts for nine percent of the arrangements of working fathers and 17 percent of those for working mothers.

In sum, although most parents have managed to make arrangements with which they can be satisfied, many experience difficulty especially as they attempt to enter the day care market for out-of-home care.

Conclusion. Companies need employees, and employees have families. Without families, society would be without a full or productive work force. Yet in order to work, families must arrange child care. This they do as best they can with the resources they have. Most manage the feat well, but for many the task is difficult. Few family responsibilities have greater daily consequences either for stress or well being than do child care responsibilities -- consequences which also reach the work place.

Society is challenged to respond to these needs which the trends tell us are increasing. Traditional arrangements may be the most feasible and satisfying for those who can enjoy them, but changing life styles require us to improve the alternatives that most families either prefer or feel constrained to use.

Acknowledgements

I am indebted to the employees and officers of the C & P Telephone Company, Federal National Mortgage Association, and Washington Gas Light Company, who generously made this survey possible, as well as to the Community Foundation of Greater Washington for their grant support.

I especially wish to acknowledge gratefully the encouragement and exceptionally valuable assistance of Joan Maxwell, Project Director of the Task Force on Local Government which sponsored this study, as well as the interest taken throughout by Atlee Shidler, Executive Vice President of the Greater Washington Research Center.

I am also deeply indebted to my staff, especially to Carol Sadler and Dr. Paul Koren for assisting me to meet the time pressures of the study.

My thanks also to Jan Yocum for her valuable critique of the survey questionnaire.

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Regional Research Institute
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Portland State University
Portland, Oregon
December, 1982

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CHAPTER I

INTRODUCTION

In a study called Metropolitan Washington: Leader in Changing Lifestyles, recently published by the Greater Washington Research Center, George and Eunice Grier reported that families in the Washington, D. C. area lead the nation in new lifestyles -- such trends as fewer children, increased numbers of working women, greater diversity in types of households and rising household incomes. What do these changes mean for working parents, for child care, and for employers? In this study, also commissioned by the Greater Washington Research Center, we examine the interdependence of family and work, with special emphasis given to the child care arrangements that make work possible.

From all directions, we hear strong opinions, countered by nagging doubts, about the need for day care. Too often the question is taken out of context. First, we need to know about the ways employed parents manage to arrange child care in order to be at work. Why do they make the arrangements they do? Are they happy with their child care arrangements? How easy or difficult is it to find child care? Does their ability to make and maintain their child care arrangements affect their work?

Many communities have used surveys to assess what consumers want. This survey examines what employees are actually doing and analyzes the difficulties with their current child care arrangements. The national consumer surveys by Unco in 1975 and the major studies of center care and family day care have provided detailed information about patterns of day care and their use. The contribution of this survey lies in its focus on the employee, examining child care in the context of relationships between family and work. The importance of understanding these relationships becomes apparent whenever the community undertakes to do something about

child care needs.

The study is unique in its scope and approach. In contrast to other studies of child care arrangements which usually focus only on the employed mother, this study, taking its pictures through a wide-angle lens, brings all employees into view in order to compare those who have children with those who do not, as well as to compare the parental responsibilities of both men and women. The comparisons allow us to study both paternal and maternal employment and to see the situation of the working mother in a broad perspective.

Answers to the study questions are based on replies to a four-page questionnaire distributed at work during the second week of October, 1982. This is a study of 953 employees -- 458 women, 490 men, and 5 persons who did not report their sex — from three Washington, D.C. employers: the C & P Telephone Company, Federal National Mortgage Association (FNMA or Fannie Mae), and the Washington Gas Light Company.

Sponsored by their employers and by the Greater Washington Research Center's Task Force on Local Government, the confidential questionnaires were returned in sealed envelopes to the Regional Research Institute for Human Services at Portland State University for analysis. The questionnaires were completed on company time, and the employers paid the postage. However, no follow-up was possible to encourage a response by those who failed to reply. Nevertheless, the response rate was respectable.

The telephone and light companies drew 10 percent and 14 percent random samples of their employees, and Fannie Mae surveyed all of their employees. The overall response rate was 52 percent, ranging from 45 percent from C & P Telephone and 50 percent from Gas Light to 64 percent from Fannie Mae. Because FNMA and C & P Telephone supplied some information about the characteristics of their employee groups (e.g., distributions by sex, management, and non-management) it was possible to compare two

characteristics of the response sample to the employee population for these two companies. The correspondence between sample and population characteristics was found to be reasonably comparable. Women employees and non-management employees over-reported by approximately 4 percent for Fannie Mae, and the non-management sample was under-returned by C & P Telephone, as shown below:

	In the Population	In the Sample	Difference
FNMA women	52.2%	57.0%	+ 3.8%
FNMA non-management	45.8%	49.6%	+ 3.8%
C & P non-management	71.0%	62.5%	- 8.5%

All but two questionnaires returned were usable, although missing data on some items resulted in minor variations in the sample sizes of the analyses reported.

Any substantial sample loss can compromise the validity of population estimates, and, while the major findings reported in this study survive the test of 95 percent confidence limits, the sample differences should be taken for what they are -- sample differences. The value of this study lies in the relationships it reveals. Consistent trends in the data also lend credibility to the findings.

A copy of the questionnaire appears in Appendix A. Page one of the questionnaire was completed by all employees and provided information about the employee's job and family status. Those employees who reported having children under the age of 18 living at home then completed pages 2 through 4 of the questionnaire which provided detailed information about the type of child care they use, their satisfaction with their child care arrangement, plans for change, and information such as extra time used and distance traveled for child care.

CHAPTER II

GENERAL CHARACTERISTICS OF THE EMPLOYEES

Of the 953 employees, nearly equal numbers of men and women responded to the questionnaire. Fifty-six percent of these employees classified themselves as "non-management" — 63 percent of the women employees and 49 percent of the men. They work a full, regular week, with 97 percent working full time or longer and 92 percent working days only. Since 57 percent have at least two working adults per household, it is not surprising that 65 percent report total household incomes of $30,000 or more.

An even 50 percent of the men and 50.2 percent of the women employees reported having custody of children under 18 years of age. Of the 789 children, 416 were reported by men and 368 were reported by women. The mean number of children under 18 per family ranges from 1.82 for male employees to 1.63 for female employees.

These employed parents' need for outside child care resources depends on how many adults there are in the employee's family household and on whether they, too, work outside the home. The most obvious characteristic of these households is their diversity in number of adults and number of adults who work in the labor force. This relationship is shown in Table 1 for all employees. In Appendix B, it is shown separately for four groups: men and women employees who do or do not have children under 18.

Table 1

Number of Employees in Household and
Number of Adults Working Outside the Home

Adults Working	Adults in Household: 1	2	3	4	5	6	7	Total	Percent
1	247	141	13	2	1	0	0	404	43.5
2		410	44	14	4	0	0	472	50.8
3			31	14	1	0	0	46	5.0
4				4	0	0	0	4	0.4
5					1	1	0	2	0.2
6						0	0	0	0.0
7							1	1	0.1
Total	247	551	88	34	7	1	1	929	
Percent	26.6	59.3	9.5	3.7	0.7	0.1	0.1		100

All four groups show considerable diversity in the work status of adults in their households. Whether there are other adults in the household beside the employee becomes especially significant for those employees who have children, because households with a single parent who works, households with two adults both of whom are in the labor force, households with a spouse or other adult at home, and households with additional adults in excess of those working outside the home all face quite different situations every day. For example, having more adults in the household may increase the resources available for child care but, at the same time, increase the time needed for coordination of family matters.

We did not ask employees about their marital status but only about the people who live in their household. By "household", we meant the people with whom the employee shares income and family responsibilities such as child care, and asked that they exclude those with whom they simply split expenses.

Households with the least "built-in" resources for child care at home are those with single parents; 26 percent of the working mothers, but only 6 percent of the working fathers are single. Employed parents are more likely than employees who are not parents to have a working spouse or adult housemate, and women parents are the most likely of all to have a working spouse or adult housemate.

Percent of Households With Two or More Working Adults

	PERCENT
-women with no children under 18	44%
-men with no children under 18	52%
-all employees	57%
-men with children under 18	62%
-women with children under 18	69%

Those employees with the most household child care resources are those who have a spouse or other adult who does not work outside the home. Men employees are more likely than women employees to have additional adults at home potentially available for child care:

Percent of Households with Other Adults At Home

	PERCENT
-employed women who have children	16%
-employed women who do not have children	15%
-employed men who have children	41%
-employed men who do not have children	30%

The "traditional" pattern of a family composed of one employed father and one wife or other adult at home is true for only 29 percent of the working fathers. Among all employees, the household with a working man and wife or other adult at home is only 12 percent of the work force.

Where are the children? The 458 employed parents reported 520 different child care arrangements, for a mean of 1.14 arrangements per family. For the purposes of this analysis, we studied the responses not by individual children but by child care arrangement and by family. The employees with children under 18 report using a full-range of child care resources from care by an "adult member of their own household" to the use of a "day care center". Their use of the eight possible types of child care arrangements referred to in the survey is given in Table 2. Out-of-home care is used for fewer numbers of children per arrangement.

Table 2

Percentage of Families Using Each Kind Of Child Care Arrangement

	Number of Family Arrt's	Percent of Families	Percent of Arrts	# of Children In Arr't	# of Children Per Arr't
Does an adult member of your household (18 or over) take care of any of your children while you are at work?	133	29%	26%	232	1.74
Does an older brother or sister take care of any of your other children while you are at work?	32	7%	6%	46	1.44
Do you have children who look after themselves while you are at work?	150	34%	29%	230	1.53
Does someone come to your home to care for your children? (Is this person a relative? Yes: 5(1%), No: 12(2%)	14	3%	3%	26	1.86
Do you have children cared for in someone else's home? (Is this person a relative?					
Yes: Relative's Home	26	5%	5%	27	1.04
No: Family Day Care	94	21%	18%	116	1.23
Do you have children who go to a day care center? (This includes children who are in a school program which is combined with day care)?	68	15%	13%	74	1.09
	517* arrangements	114%	100%		

*Includes multiple arrangements

Of each arrangement we asked four questions: What are the ages of your children cared for by....? How long have you used this care arrangement? How many hours a week do you use this arrangement? How satisfied are you with this care arrangement? Also, in the case of center care, family day care, and home care by someone coming in, we asked for average weekly cost. Additional questions pertaining to extra travel time and distance the employees need for child care, plans for changing child care in the near future, and the ease or difficulty of finding and continuing with their child care arrangements were also asked of the employed parents group.

CHAPTER III

THE FINDINGS

There are three major findings from this study:

1) Absenteeism is related to parental responsibilities and to the type of child care arrangement.

2) Family composition determines the type of child care arrangement used by a family.

3) Employees experience difficulty when they try to enter the day care market.

We present the absenteeism findings first because they establish the relevance to the workplace of the employee's parental responsibility for child care. Second, we show the major resources and constraints that determine why people make the child care arrangements they do. Third, after analyzing the characteristics of each type of arrangement, we discuss the difficulties encountered in having to rely on the day care market.

1) ABSENTEEISM IS RELATED TO PARENTAL RESPONSIBILITIES AND TYPE OF CHILD CARE

Absenteeism rates provide one way of measuring the effects of family responsibility on loss of time from work. Defined broadly as any time away from the job in the past four weeks, absenteeism was measured in four ways: days missed, times late, times left early, and times the employee had to deal with family-related matters during work hours. So that rates of all employee groups could be compared, the survey made no reference to specific reasons for absenteeism and thus could include time loss due to health, disability, personal errands, child care, or family problems.

In general, our findings show that parental responsibilities and child care do complicate the lives of employees in ways that are significantly associated with

higher rates of absenteeism. However, at the outset we should point out that the absenteeism "problem" arising from child care responsibilities should not be magnified out of proportion. Most of the variation in absenteeism rates is not accounted for in this study. Alcoholism and health problems, which affect fewer employees but with great frequency when they do, probably account for more absenteeism. No attempt was made to define absenteeism fundamentally as "unexcused absence" or even as a problem. It is possible that a certain amount of time loss is the flexibility necessary for morale and productivity. Clearly, child care takes place every day, and child care crises can occur frequently which may contribute to absenteeism by working parents.

Other sources of variation in absenteeism rates which will be examined are differences in work requirements such as those stemming from work shift, hours in the work week, and job description (management vs. non-management). There are differences among the three companies, perhaps due to different expectations or sanctions, but these were not investigated.

Days Missed. (Table 3) First and foremost, absenteeism means missing days. The number of days missed by the 943 employees reporting from the three companies amounts to 629 days in a 4-week period. This represents a loss of 3.3 percent of the possible full employment for the period. An average (mean) 4-week work loss of .668 amounts to an average of 8 days per year per employee. The estimates of annualized rates are based on 20 work days per month and 240 work days per year, with 4 weeks allowed for vacations and holidays. The absenteeism figures are reasonably comparable to national averages (See Paul Porwell, Employee Absenteeism: A Summary of Research, Arlington, Va.: Educational Research Service, 1980). Considering that the data include days missed for any reason, the rates may be on the low side.

The findings regarding this form of absenteeism show a pronounced relationship between the number of days missed and the kind of child care arrangement parents use.

Parents who use family day care, or who take their children to the home of a relative, report the highest absenteeism rates. Annualized, the rate for family day care is more than 15 days per year.* Users of this form of out-of-home care miss 2.7 times as many days as employees who have a spouse or other adult living with them in their household. Employees who have this kind of built-in home care enjoy absenteeism rates that are on a par with employees who have no children at all.

A mixed picture is presented by women in management as compared to non-management women. For non-management women, having children is associated with twice as many days missed on the average as not having children, but among women managers the relationship is reversed and it is the mothers who have the low rates of work loss. For men, there is no significant difference in days missed between those with or without children regardless of job description.

This indicates a difference in sex roles regarding parental responsibility. Fathers do not miss work any more than other men employees. However, when we come to the more subtle forms of absenteeism, we shall see that fathers come late to work or miss time during work hours more than other men employees.

*Annualized rates are shown in Tables 3 through 7. The means, standard deviations, and sample sizes are shown in Appendices K, L, M, and N.

Table 3

Annualized Number of Days Employees Missed Work

ALL EMPLOYEES
8.0

MEN				WOMEN			
6.0				10.2			
NON-MANAGEMENT		MANAGEMENT		NON-MANAGEMENT		MANAGEMENT	
5.4		6.5		9.7		11.1	
No Kids	Kids	No Kids	Kids	No Kids	Kids	No Kids	Kids
5.1	5.7	6.1	7.0	5.7	13.5	13.6	8.2

All Employees with Children Under 18: 9.0

All Employees with No Children Under 18: 7.1

TYPE OF CHILD CARE ARRANGEMENT:

Parent or adult member of household:	5.7
Day Care Center	8.8
Older Brother or Sister	9.4
Looks After Self	10.4
Home of Relative	14.9
Family Day Care	15.3

Times late. (Table 4) When it is a matter of being late to work, then for employees of either sex, having children is associated with lateness, except for women managers. A big difference is related to which child care arrangement employees use. Users of day care centers are late nearly five times as often as those whose children stay home with a parent or other household adult, 19.6 days per year compared to 4.0. Family day care also shows a high lateness rate. The extra travel time and distance, and the complications involved in making, using, and accommodating out-of-home arrangements in the day care market probably contribute to this frequency of lateness,

which is especially characteristic of non-management women employees with children, whose annualized rate of lateness is 20 days per year. The average for employees with no children is 6.

Table 4

Annualized Number of Times Employees Were Late to Work

ALL EMPLOYEES
8.5

MEN				WOMEN			
3.6				13.8			
NON-MANAGEMENT		MANAGEMENT		NON-MANAGEMENT		MANAGEMENT	
3.3		3.9		16.3		9.7	
No Kids	Kids	No Kids	Kids	No Kids	Kids	No Kids	Kids
2.2	4.6	3.0	5.1	11.9	20.3	9.0	10.5

All Employees with Children Under 18: 10.9

All Employees with No Children Under 18: 6.3

TYPE OF CHILD CARE ARRANGEMENT:

Someone Comes In	2.6
Parent or Adult Member of Household	4.0
Older Brother or Sister	5.2
Looks After Self	7.6
Home of Relative	7.7
Family Day Care	17.9
Day Care Center	19.6

Times left early. (Table 5) Leaving early is not significantly associated with parental or child care responsibilities except with use of a relative's home. In the other direction, being able to use an older brother or sister for child care, or having someone come in, is related to especially low rates of leaving early.

Table 5

Annualized Number of Times Employees Left Work Early

ALL EMPLOYEES
7.6

MEN				WOMEN			
7.0				8.3			
NON-MANAGEMENT		MANAGEMENT		NON-MANAGEMENT		MANAGEMENT	
5.8		8.2		8.7		7.4	
No Kids	Kids	No Kids	Kids	No Kids	Kids	No Kids	Kids
5.2	6.4	8.5	8.0	8.7	8.8	7.4	7.4

All Employees with Children Under 18: 7.8

All Employees with No Children Under 18: 7.5

TYPE OF CHILD CARE ARRANGEMENT:

Older Brother or Sister	0.8
Someone Comes In	3.4
Parent or Adult Member of Household	5.6
Family Day Care	5.9
Day Care Center	6.5
Home of Relative	14.9

Taking time to attend to family-related matters during work hours. (Table 6) The clearest link between having children and absenteeism is found for taking time during the day to attend to family-related matters. Although this form of time loss was the most frequently reported, it is unlikely that minor telephone interruptions were reported; otherwise greater frequencies would have been tallied. Again, the smallest time loss (15 times per year) is associated with having a spouse or other adult in the home who cares for the children. Also, use of a relative's home results in fewer interruptions. All other kinds of child care arrangements are associated with higher

frequency of taking time off, e.g., 31 times for family day care.

Consistently, among both managers and non-management employees of either sex, if they have parental responsibilities it means sharply higher frequencies of time off during work hours to attend to family-related matters. This relationship holds up when controlling for number of parents in the household and whether or not they are working-- single parents, two parents working, two parents with one working, and more than two adults. In general, employees who are parents take time for family responsibilities twice as often as non-parents — 24 vs. 12 times per year.

Table 6

Annualized Number of Times Employees Took Time Off During Work Hours To Deal with Family-Related Matters

ALL EMPLOYEES
17.7

MEN				WOMEN			
14.6				21.1			
NON-MANAGEMENT		MANAGEMENT		NON-MANAGEMENT		MANAGEMENT	
13.1		16.1		19.6		23.8	
No Kids	Kids	No Kids	Kids	No Kids	Kids	No Kids	Kids
6.0	20.9	10.2	23.2	15.1	23.9	17.5	31.8

All Employees with Children Under 18: 24.4

All Employees with No Children Under 18: 11.8

TYPE OF CHILD CARE ARRANGEMENT:

Parent or adult member of household:	15.1
Home of Relative	17.3
Looks After Self	26.4
Day Care Center	26.6
Older Brother or Sister	28.1
Family Day Care	31.3
Someone Comes In	41.1

In summarizing the workplace effects of having to make and maintain child care arrangements, it helps to inspect in a single table the array of absenteeism rates by type of arrangement. Table 7 shows with dramatic consistency the realities of everyday life. Child care provided by a parent (or another adult from the household) has absenteeism rates close to those of employees who have no children. Care outside the home involves fewer numbers of children per arrangement, but has the highest rates of absenteeism, with some exceptions. These exceptions are instructive. Family day care and center care make employees late and take occasional attention during working hours. Care in a relative's home gets them to work on time but makes them leave early. Outside care in a family home, whether relative or non-relative, makes them miss more days of work. At home, care by an older brother or sister is especially good for getting to work on time and not having to leave early, but it requires some attention during work hours along with all other types of arrangements except one--that one which sets the standard for trouble-free child care, having a spouse or other adult member of one's household who cares for the children. All other types of child care involve complications that are felt at work. Our next finding throws light on why parents are constrained by family circumstances to make the types of arrangements they do make.

Table 7

Annualized Absenteeism Rates by Type of Child Care Arrangement

	Days Missed	Times Late	Left Early	During Work	n
All employees with no children	7.1	6.3	7.5	11.8	476
Parent or Adult	5.7	4.0	5.6	15.1	133
Older Brother or Sister	9.4	5.2	0.7	28.1	32
Looks After Self	10.4	7.6	7.1	26.4	150
Someone Comes In		2.6	3.4	41.1	14
Home of Relative	14.9	7.7	14.9	17.3	25
Family Day Care	15.3	17.9	5.9	31.3	98
Day Care Center	8.8	19.6	6.5	26.6	68

2) FAMILY COMPOSITION DETERMINES THE TYPE OF CHILD CARE ARRANGEMENTS USED.

The kind of child care that employed parents use is strongly determined by family composition: the ages of the children, the number of children, and the presence or absence in the household of persons who can serve as resources to provide child care. This may seem to be stating the obvious. It is not. As a general pattern parents are highly likely to use the resources they have at home. There is little deviation from reliance on the availability of household members.

Family income is of secondary importance, although it is inextricably intertwined with the sex of the employee and the number of adults in the household who work in the labor force. This is shown in Table 8.

Table 8

Family Income and Types of Households of Employees with Children

Women Employees	More Than 2 parents	2 parents, 1 working	2 parents working	1 parent
<$30,000	15	8	36	55
$30,000 +	27	6	86	13
Total	42	14	122	68
Percent $30,000 +	(64%)	(43%)	(70%)	(19%)
Men Employees				
<$30,000	6	16	28	8
$30,000 +	26	54	138	4
Total	32	70	156	12
Percent $30,000 +	(81%)	(77%)	(88%)	(33%)
All Employees With Children				
<$30,000	21	24	54	63
$30,000 +	53	60	224	17
Total	74	84	278	80
Percent $30,000 +	(72%)	(71%)	(81%)	(21%)

The effects of family income are difficult to isolate, but we can see in Table 9 that the level of family income plays a relatively minor role in determining the type of child care used. For example, 65 percent of employees using an older brother or sister, 67 percent of those whose children look after themselves, and 64 percent of those using family day care have incomes of $30,000 or higher. The survey shows no clear cut under-use of any type of child care arrangement, regardless of family income; however higher incomes enable a family to bring someone in for child care at home -- a more costly arrangement -- and lower income families appear to be the ones who use relatives for out-of-home care, probably for less than the cost of family day care. Income plays a relatively minor role. This conclusion is confirmed by the cost figures which are shown in Appendix J. The higher income families who use family day care and center care pay the same average amount as the lower income families.

Family values are an element in the choice of child care arrangements as well as in the decision to work. As one employee commented:

> "My wife has stayed home for 27 years to take care of my children. Odd, huh? The question survey has no provision that says that you are old fashioned and your wife stays home to take care of the children like she is supposed to. If you have children you must do without in order to properly take care of them. They are a gift, and you must be totally responsible for them. If this were the case we wouldn't be in the shape we're in today".

The traditional household is not an option for all families, however, and in this survey within the context of the diverse decisions people have made, we find that the choice of child care conforms tightly to the shape of the household's needs and resources.

Table 9

Family Income and Type of Child Care Arrangement Used*

Type of Child Care	Men			Women			All Employees With Children		
	-	+	+	-	+	+	-	+	+
	n	n	%	n	n	%	n	n	%
Own home, parent or other household adult	22	82	79	12	16	57	34	98	74
Older brother or sister	2	15	88	9	5	36	11	20	65
Looks after self	12	59	83	37	41	53	49	100	67
Someone comes in	2	7	78	1	4	80	3	11	79
Relative's home	2	9	82	8	6	43	10	15	60
Family day care	4	29	88	31	33	52	35	62	64
Center care	4	21	84	16	27	63	20	48	71

* (-) = Under $30,000
(+) = $30,000 or more

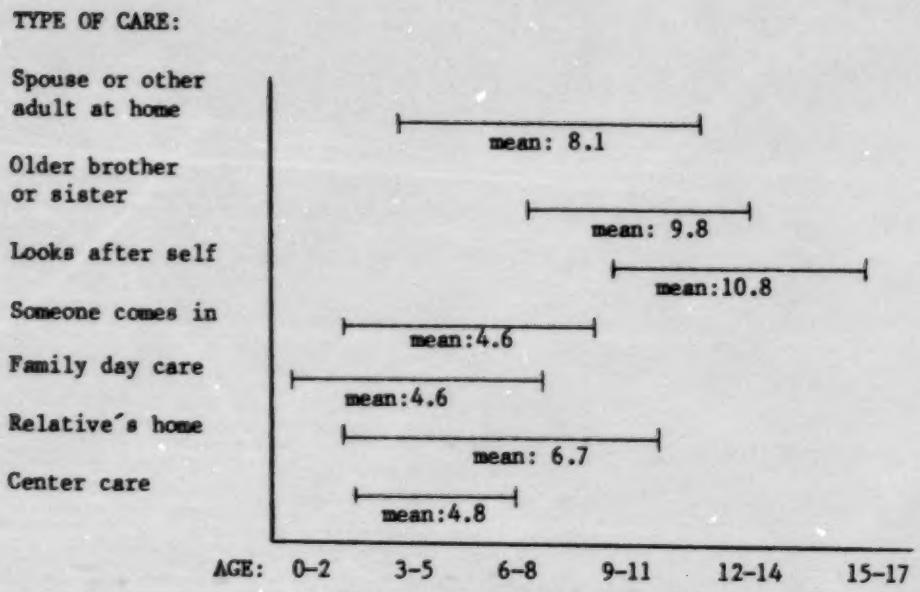
Age of the children. Table 10 presents the age ranges and average age of children in each type of child care arrangement. Detailed age distributions are shown for each arrangement in Appendices C through I. Parents use an adult member of the household for all ages, an older brother or sister for children of younger school ages, and self care for older children. If parents have no home resources for a very young child or for a younger school age child, then they turn to family day care. They turn to center care mostly for preschoolers.

Number of children. It is well known that the use of out-of-home care is

associated with having fewer children for whom to make arrangements, and this metropolitan Washington sample is no exception. Shown earlier in Table 2, the average number of children per arrangement is only 1.07 for day care centers and 1.23 for family day care, compared to 1.74 for an adult member of the household and 1.86 for having someone come in.

Table 10

Mean and ±1 Standard Deviation of Children's Ages by Types of Care



Sex of the employee. Women employees are more likely to use out-of-home kinds of child care such as day care centers and family day care, or a relative's home. Forty-nine percent of the arrangements of working mothers are outside the home, while 25 percent of the arrangements of working fathers are outside the home. See Table 11. Women are twice as likely as men to use family day care and almost twice as likely as men to use a day care center. Men are three and a half times more likely as women to use a spouse or other adult at home for child care. The reason for the differences lies with the resources at home.

Table 11

Types of Child Care Arrangements Used By Sex of Employee

	MEN	WOMEN	RATIO OF WOMEN TO MEN
Spouse at home or other adult	39%	11%	.28 (Ratio of men to women: 3.55)
Older brother or sister	6%	6%	.00
Look after self	27%	32%	1.19
Someone comes in	3%	2%	.67
Relative's home	4%	6%	1.50
Family day care	12%	26%	2.17
Center care	9%	17%	1.89
	100% n=270 arrangements	100% n=246 arrangements	

The relationship between household resources and child care is revealed by a careful study of Table 12. Ninety-five percent of the 62 men employees who have a spouse or other adult at home do in fact use that person for child care. Among men employees, almost all of the use of older brothers and sisters, a relative's home or family day care occurs when the household has two working adults. Among women employees, single parents tend to have their children look after themselves disproportionately more than two-parent families, and single parents are less prone to use family day care. Family income probably is a factor in accounting for these differences.

Table 12

Household Resources and Type of Child Care Arrangement Used by Men and Women Employees

Men Employees

	More than 2 Adults	2 Adults 1 Working	2 Adults 2 Working	1 Adult 1 Working	Row Total	
Spouse or other Adult at home	10	59	32	3	104	
Older Brother or Sister	0	0	16	1	17	
Looks after self	13	3	50	5	71	
Someone comes in	2	1	6	0	9	
Relative's home	2	0	9	0	11	
Family Day Care	1	1	29	2	33	
Day Care Center	4	6	14	1	25	
Column Total	32	70	156	12	270	arrangements
(Number employees)	(26)	(62)	(113)	(11)	(212)	employees

Women Employees

	More than 2 Adults	2 Adults 1 Working	2 Adults 2 Working	1 Adult 1 Working	Row Total	
Spouse or other Adult at home	15	5	6	2	28	
Older Brother or Sister	1	2	4	7	14	
Looks after self	10	4	35	29	78	
Someone comes in	0	1	3	1	5	
Relative's home	3	0	8	3	14	
Family Day Care	7	0	42	15	64	
Day Care Center	6	2	24	11	43	
Column Total	42	14	122	68	246	arrangements
(Number employees)	(37)	(10)	(104)	(54)	(205)	employees

3) EMPLOYEES EXPERIENCE DIFFICULTY WHEN THEY TRY TO ENTER THE DAY CARE MARKET

Validating the absenteeism findings, other evidence suggests that daily life becomes complicated for those parents whose "built-in" family resources for child care are limited. Dissatisfaction with the current arrangement, difficulty finding child care, continuity or discontinuity of care, and traveling extra distance for child care provide measures of the ease or difficulty employees experience. To arrive at a sense of the relative difficulty experienced by employed parents, we examine each type of child care arrangement, which are profiled in Appendices C through I and summarized below:

Care by an adult member of the household. No other child care arrangement compared with having a spouse or other adult in the household. It enjoys the highest level of satisfaction — 91 percent satisfied, most often very satisfied. This kind of arrangement sets a standard of feasibility not matched by the other arrangements, even though it accommodates more children per arrangement than out-of-home day care. This form of child care, usually, but not exclusively provided by wives, is the most flexible form of child care arrangement in its adaptiveness to a wide age range of children, ranging from infancy to 17 years of age. Employees report having used this form of child care for 47.8 months and 40.2 hours a week on the average. It not only provides the most continuity of care, it is the type of care with which employees report the greatest satisfaction.

Care by an older brother or sister. This form of child care is used relatively infrequently as compared to the other types of child care arrangements. Employees report having used older brothers and sisters for care for 11.8 months and 9.6 hours a week on the average. The age range of children in this type of care is also much narrower, 6 to 14 years of age, with the average age being 10.3. Sixty-four percent

of parents relying on older brothers and sisters reported satisfaction with the arrangement. One parent writes:

> "Right now I feel very fortunate that we are a close family and each child looks after the next. But I wonder if it would (have) been this easy when they were younger. Even under stress the kids pull together."

Care by children themselves. In this study, having children look after themselves is the most frequently used kind of child care arrangement. One hundred fifty or 34 percent of the parents used such arrangements. It is used primarily by households with two or more adults and incomes of $30,000 or higher. The children are 13.6 years old on the average, 80 percent are 12 or older and 5 percent are 8 or younger. This is perhaps the most controversial form of child care arrangement, often referred to as "latch key". Although most of the children are themselves old enough to be babysitters and may have a variety of informal ways that their self-reliance is reinforced and supported, a third of parents relying on their children to look after themselves at least had mixed feelings about it. In an extreme example reported by one parent who went to great inconvenience to take her two year old to a day care center:

> "I have already lost one son (9 years old) in my house to a fire, due to that I had to leave him by himself in order to come to work. I can't stand for this to happen again with my daughter."

On the other hand, others felt it builds self-reliance and gives children some needed time alone. One parent of two teenagers expressed relief that they could be relied upon, "things were much more difficult before the kids could take care of themselves".

Care by someone who comes to the home. Home care by someone who comes in every day is the most infrequently used arrangement--only 14 of the 520 arrangements reported, of which 5 were with a relative who came in. However, these parents report

a high level of satisfaction with this type of care. Parents use this type of care when they have a higher than average number of children per arrangement (1.86) and they can pay approximately twice the amount per arrangement as is paid for either family day care or center care. See Appendix J.

Care in a relative's home. This form of care is used infrequently, only 4% of the parents report taking their children to a relative's home for child care. Those that do have tended to use this form of care for a short period of time, an average of 12.5 months; however, it is used full-time, 39.7 hours per week on the average, and is considered the second most satisfactory arrangement by parents. It is a form of out-of-home care, when available, that is affordable by low income families.

Care by a non-relative in a family day care home. This type of care arrangement is the most frequently used form of out-of-home care reported by parents in the study, with women employees using it twice as frequently as men. It has greater age flexibility than day care centers for the young as well as school ages. Similar to care provided by an adult member of the household, employees report using family day care 40 hours a week. The number of months duration of care in the current arrangement is 14 months. In general, parents report being satisfied with this care arrangement (66 percent) but that does leave one third who are less than satisfied. Family day care users reported higher than average difficulty finding child care, and they travel extra distances for it. An average of $42 per week is the cost per arrangement to families with annual incomes under $30,000 as well as those with more than $30,000. Parents using family day care pay a price in absenteeism in the form of days missed, lateness, and occasional time loss during the day. The evidence suggests that the family day care market is not functioning adequately enough to provide easily accessible resources.

Care in a day care center. Parents of younger children tend to use both center

care and family day care; and the median ages for children in either of these care arrangements is 4.3 years, though there is less variation in center ages. Parents report having used center care for the least amount of time, 11.8 months, but use it nearly full-time, 30 hours a week, and report considerable satisfaction with their center care arrangements. The cost of center care is the same as for family day care; likewise there is no difference in cost between the two levels of family income. Users of center care are less likely to miss whole days of work than users of other forms of out-of-home care, but center users are late to work nearly five times as often as parents having an adult at home to provide care.

Summary. The most frequently used form of child care arrangement is self-care, followed by care by an adult member of the employee's own household and family day care. The most infrequently used forms of child care are those provided in a relative's home, having someone come to the employee's home, and care by older siblings. The care arrangements which are used the greatest number of hours each week are care by an adult member of the household, family day care, and care in a relative's home. The care arrangements which have been used the longest are care by an adult member of the parent's household and care by children themselves. Parents report the greatest satisfaction with care by an adult member of the household and the least satisfaction with care by older siblings. See Tables 13, 14, and 15 for a comparison of satisfaction scores, duration of arrangement, and hours of child care by type of arrangement.

Which employed parents experience difficulty arranging child care? Forty percent expressed difficulty. Sixty percent of the employed parents said that it was easy to find child care arrangements and 80% said it has been easy to continue with their child care arrangements. Thus, although it is often difficult for parents to find

child care arrangements, once they find them, the arrangements are generally easy to maintain. Those parents who make arrangements in the day care market — either family day care and center care — head the list of those who experience difficulty, as shown in Table 16:

Table 13

Satisfaction with Arrangement by Type of Arrangement

	Median	Mean	St. Dev.	n
Adult Member of Household	1.1	1.4	.8	123
Home of a Relative	1.3	1.6	.9	25
Someone Comes In	1.4	1.6	.8	14
Day Care Center	1.6	1.7	.8	64
Family Day Care	1.9	2.0	1.0	95
Look After Themselves	2.0	2.1	1.0	139
Older Brother or Sister	2.2	2.4	1.2	34

Scale: 1=Very satisfied
2=Satisfied
3=Mixed feelings
4=Dissatisfied
5=Very dissatisfied

Table 14

Average Months Duration of Current Child Care Arrangement By Type of Arrangement

	Median	Mean	St. Dev.	n
Adult Member of Household	47.8	49.7	37.2	123
Look After Themselves	23.8	25.4	21.3	139
Family Day Care	14.0	25.1	26.4	95
Someone Comes In	13.5	42.3	39.8	14
Home of a Relative	12.5	31.6	35.1	25
Older Brother or Sister	11.8	17.5	16.4	34
Day Care Center	11.8	16.6	17.3	64

Table 15

Average Child Care Hours Per Week By Type of Arrangement

	Median	Mean	St. Dev.	n
Adult Member of Household	40.2	38.1	16.0	123
Family Day Care	40.1	34.9	18.8	95
Home of a Relative	39.7	32.2	15.0	25
Day Care Center	30.0	28.9	19.2	64
Someone Comes In	15.5	24.6	16.6	14
Look After Themselves	14.6	18.6	14.7	139
Older Brother or Sister	9.6	11.6	12.3	34

Table 16

Difficulty Finding Care by Type of Child Care Used

	mean	standard error
Family Day Care	3.7	.14
Center Care	3.3	.15
Someone Comes In	3.0	.42
Older Brother or Sister	2.9	.32
Looks After Self	2.8	.17
Relative's Home	2.7	.36
Parent or Household Adult	2.2	.15

Scale: 2.0 = easy
3.0 = somewhat easy
4.0 = somewhat difficult

Some other characteristics of difficulty or sources of stress associated with arranging child care include:

Changing Care. Although 83 percent have not changed arrangements in the last 6 months, 17 percent say they plan to change their child care arrangements in the near future. They give reasons which also suggest that the day care market has not met their needs:

Reason for Changing Child Care	Frequency of Mention
I want a different program for my child	19
I need a caregiver closer to my home	15
I need less expensive care	14
I am not happy with the caregiver	9
I need a caregiver with more flexible hours	9
We will be moving	9
I need a caregiver closer to my work	8
My child is not happy with the caregiver	5
My current caregiver is quitting	1
I won't be working	1

Extra travel. Working parents were asked to estimate on a daily basis, in transporting their children to care, or in bringing the caregiver to their home, how much extra time and extra distance their travel for child care adds to their round trip to and from work. Of the parents who used out-of-home child care, 69 percent reported travelling extra distance, taking an average half hour daily beyond the time required to travel to and from work. The mean number of extra miles travelled and the wide variation in distances (a large standard deviation) suggest that many parents — well over half — are not finding child care close to home in their own neighborhoods. Some are going to great lengths of time and distance for their child care, every day. Since the residences of the employees of the three companies were distributed over 299 zip codes, any mechanisms for developing accessibility within the day care market would have to extend over a wide geographic area.

Round Trip

	Median	Mean	Standard Deviation	n
Extra Time (in minutes)	29.6	31.8	21.4	114
Extra Distance (in miles)	4.2	6.6	6.3	114

CONCLUSION:

Companies need employees, and employees have families. Without families, society would be without a full or productive work force. Yet in order to work, families must arrange child care. This they do as best they can with the resources they have. Most manage the feat well, but for many the task is difficult. Few family responsibilities have greater daily consequences either for stress or well being than do child care responsibilities — consequences which also reach the work place.

Society is challenged to respond to these needs, which the trends tell us are increasing. Traditional arrangements may be the most feasible and satisfying for those who can enjoy them, but changing life styles require us to improve the alternatives that most families either prefer or feel constrained to use.

APPENDIX A

Greater Washington Research Center

EMPLOYEE SURVEY

Whether or not you have children living at home, please answer the first thirteen questions. The first thirteen questions are for all employees. Enter the number of your answer in the box to the right of each question. All answers are confidential and will not be seen by your employer.

Code Number ____ 1-6

7 (Card 1)

Date of Survey ____ 8-13

1. YOUR SEX?

   1 Male
   2 Female ☐ 14

2. YOUR EMPLOYEE CLASSIFICATION?

   1 Non-management
   2 Management
   3 Don't know ☐ 15

3. WHICH OF THE FOLLOWING BEST DESCRIBES YOUR JOB STATUS?

   1 Full-time
   2 Part-time ☐ 16

4. HOW MANY HOURS PER WEEK DO YOU USUALLY WORK? ☐ 17-18

5. HOW MANY DAYS PER WEEK DO YOU USUALLY WORK? ☐ 19

6. WHICH OF THE FOLLOWING BEST DESCRIBES THE SHIFT YOU HAVE WORKED FOR THE PAST FOUR WEEKS?

   1 Days only
   2 Other shifts ☐ 20

7. WHAT IS THE ZIP CODE OF YOUR HOME ADDRESS? ☐ 21-25

This questionnaire will not be seen by your employer. We would appreciate frank answers to the following questions.

8. IN THE PAST FOUR WEEKS:

   HOW MANY DAYS HAVE YOU MISSED WORK? ☐ 26 days

   HOW MANY TIMES HAVE YOU BEEN LATE TO WORK? ☐ 27 times

   HOW MANY TIMES HAVE YOU LEFT EARLY? ☐ 28 times

   HOW OFTEN HAVE YOU HAD TO DEAL WITH FAMILY-RELATED MATTERS DURING WORK HOURS? ☐ 29 times

The next few questions relate to the people who live in your household. By "household" we mean the people with whom you share income and family responsibilities such as child care. Exclude those with whom you simply split expenses.

9. HOW MANY ADULTS, INCLUDING YOURSELF, LIVE IN YOUR HOUSEHOLD? ☐ 30

10. HOW MANY OF THE ABOVE ADULTS IN YOUR HOUSEHOLD, INCLUDING YOURSELF, WORK OUTSIDE THE HOME? ☐ 31

11. WHAT IS THE APPROXIMATE ANNUAL GROSS INCOME OF YOUR HOUSEHOLD? (choose one)

   1 Under $15,000
   2 $15,000-$29,999
   3 $30,000+ ☐ 32

12. HOW MANY CHILDREN LIVE IN YOUR HOUSEHOLD? ☐ 33-34

13. WHAT ARE THE AGES OF THESE CHILDREN? (For each child under 1 year of age, write "0")

   ☐ years ☐ years ☐ years ☐ years ☐ years 35-44

   ☐ years ☐ years ☐ years ☐ years ☐ years 45-54

If you have NO children under the age of 18 living at home, please stop here and return the questionnaire in the attached, self-addressed envelope.

If you HAVE children under the age of 18 living at home, please continue filling out the questionnaire. In the questions that follow, we ask about child care arrangements for your children who remain at home, then about child care provided out of your home either in the home of someone else or at a day care center.

14. DOES AN ADULT MEMBER OF YOUR HOUSEHOLD (18 OR OVER) TAKE CARE OF ANY OF YOUR CHILDREN WHILE YOU ARE AT WORK?

1 Yes
2 No ☐ 55

IF NO, go to Question 15

IF YES, complete box below:

WHAT ARE THE AGES OF YOUR CHILDREN CARED FOR BY AN ADULT MEMBER OF YOUR HOUSEHOLD? (For each child under 1 year of age, write "0")

☐ years ☐ years ☐ years ☐ years 56-63

☐ years ☐ years ☐ years ☐ years 64-71

HOW LONG HAVE YOU USED THIS CARE ARRANGEMENT?

☐ months 72-73

HOW MANY HOURS A WEEK DO YOU USE THIS ARRANGEMENT?

☐ hours per week 74-75

HOW SATISFIED ARE YOU WITH THIS CHILD CARE ARRANGEMENT? (choose one)

1 Very satisfied
2 Satisfied
3 Mixed feelings
4 Dissatisfied
5 Very dissatisfied ☐ 76

7 (Card 2)

15. DOES AN OLDER BROTHER OR SISTER TAKE CARE OF ANY OF YOUR OTHER CHILDREN WHILE YOU ARE AT WORK?

1 Yes
2 No ☐ 8

IF NO, go to Question 16

IF YES, complete box below:

WHAT ARE THE AGES OF YOUR CHILDREN CARED FOR BY AN OLDER CHILD OF YOURS? (For each child under 1 year of age, write "0")

☐ years ☐ years ☐ years ☐ years 9-16

☐ years ☐ years ☐ years ☐ years 17-24

HOW LONG HAVE YOU USED THIS CARE ARRANGEMENT?

☐ months 25-26

HOW MANY HOURS A WEEK DO YOU USE THIS ARRANGEMENT?

☐ hours per week 27-28

HOW SATISFIED ARE YOU WITH THIS CHILD CARE ARRANGEMENT? (choose one)

1 Very satisfied
2 Satisfied
3 Mixed feelings
4 Dissatisfied
5 Very dissatisfied ☐ 29

16. DO YOU HAVE CHILDREN WHO LOOK AFTER THEMSELVES WHILE YOU ARE AT WORK?

1 Yes
2 No ☐ 30

IF NO, go to Question 17

IF YES, complete box below:

WHAT ARE THE AGES OF YOUR CHILDREN WHO LOOK AFTER THEMSELVES WHILE YOU ARE AT WORK?

☐ years ☐ years ☐ years ☐ years 31-38

☐ years ☐ years ☐ years ☐ years 39-46

HOW LONG HAVE YOU USED THIS CARE ARRANGEMENT?

☐ months 47-48

HOW MANY HOURS A WEEK DO YOU USE THIS ARRANGEMENT?

☐ hours per week 49-50

HOW SATISFIED ARE YOU WITH THIS CHILD CARE ARRANGEMENT? (choose one)

1 Very satisfied
2 Satisfied
3 Mixed feelings
4 Dissatisfied
5 Very dissatisfied ☐ 51

17. DOES SOMEONE COME TO YOUR HOME TO CARE FOR YOUR CHILDREN? (That is, someone who does not live with you as a member of your household.)

1 Yes
2 No ☐ 52

IF NO, go to Question 18
IF YES, complete box below:

IS THIS PERSON A RELATIVE?
1 Yes
2 No ☐ 53

WHAT ARE THE AGES OF YOUR CHILDREN CARED FOR IN YOUR HOME? (For each child under 1 year of age, write "0")

☐ years ☐ years ☐ years ☐ years 54-61

☐ years ☐ years ☐ years ☐ years 62-69

HOW LONG HAVE YOU USED THIS CARE ARRANGEMENT?
☐ months 70-71

HOW MANY HOURS A WEEK DO YOU USE THIS ARRANGEMENT?
☐ hours per week 72-73

WHAT IS THE AVERAGE WEEKLY COST OF THIS ARRANGEMENT?
$ ☐ dollars 74-76

HOW SATISFIED ARE YOU WITH THIS CHILD CARE ARRANGEMENT? (choose one)
1 Very satisfied
2 Satisfied
3 Mixed feelings
4 Dissatisfied
5 Very dissatisfied ☐ 77

18. DO YOU HAVE CHILDREN CARED FOR IN SOMEONE ELSE'S HOME? 7 (Card 3)
1 Yes
2 No ☐ 8

IF NO, go to Question 19
IF YES, complete box below:

IS THIS PERSON A RELATIVE?
1 Yes
2 No ☐ 9

WHAT ARE THE AGES OF YOUR CHILDREN CARED FOR IN THIS PERSON'S HOME? (For each child under 1 year of age, write "0")

☐ years ☐ years ☐ years ☐ years 10-17

☐ years ☐ years ☐ years ☐ years 18-25

HOW LONG HAVE YOU USED THIS CARE ARRANGEMENT?
☐ months 26-27

HOW MANY HOURS A WEEK DO YOU USE THIS ARRANGEMENT?
☐ hours per week 28-29

WHAT IS THE AVERAGE WEEKLY COST OF THIS ARRANGEMENT?
$ ☐ dollars 30-32

HOW SATISFIED ARE YOU WITH THIS CHILD CARE ARRANGEMENT? (choose one)
1 Very satisfied
2 Satisfied
3 Mixed feelings
4 Dissatisfied
5 Very dissatisfied ☐ 33

19. DO YOU HAVE CHILDREN WHO GO TO A DAY CARE CENTER? (This also includes children who are in a school program which is combined with day care.)
1 Yes
2 No ☐ 34

IF NO, go to Question 20
IF YES, complete box below:

WHAT ARE THE AGES OF YOUR CHILDREN CARED FOR IN THE DAY CARE CENTER? (For each child under 1 year of age, write "0")

☐ years ☐ years ☐ years ☐ years 35-42

☐ years ☐ years ☐ years ☐ years 43-50

HOW LONG HAVE YOU USED THIS CARE ARRANGEMENT?
☐ months 51-52

HOW MANY HOURS A WEEK DO YOU USE THIS ARRANGEMENT?
☐ hours 53-54

WHAT IS THE AVERAGE WEEKLY COST OF THIS ARRANGEMENT?
$ ☐ dollars 55-57

4

HOW SATISFIED ARE YOU WITH THE CHILD CARE PROVIDED IN THE DAY CARE CENTER? (choose one)

1 Very satisfied
2 Satisfied
3 Mixed feelings
4 Dissatisfied
5 Very dissatisfied ☐ 58

20. ALL TOGETHER, DO YOUR CHILD CARE ARRANGEMENTS REQUIRE ANY EXTRA TRAVEL IN ADDITION TO YOUR TRAVEL TO AND FROM WORK?

1 Yes
2 No ☐ 59

IF NO, go to Question 21

IF YES

ON A DAILY BASIS, IN TRANSPORTING YOUR CHILDREN TO CARE, OR IN BRINGING THE CAREGIVER TO YOUR HOME:

ABOUT HOW MUCH EXTRA TIME DOES YOUR TRAVEL FOR CHILD CARE ADD TO YOUR DAILY ROUND TRIP TRAVEL TIME TO AND FROM WORK?

☐☐ minutes 60-61

ABOUT HOW MUCH EXTRA DISTANCE DOES YOUR TRAVEL FOR CHILD CARE ADD TO YOUR DAILY ROUND TRIP FROM HOME TO WORK AND BACK?

☐☐ miles 62-63

21. HOW DID YOU FIND YOUR PRESENT CHILD CARE ARRANGEMENTS? (check all that apply)

1 Friend or acquaintance ☐ 64
2 Relative ☐ 65
3 Co-worker ☐ 66
4 Neighbor ☐ 67
5 Previous caregiver ☐ 68
6 Child's school ☐ 69
7 Church or synagogue ☐ 70
8 Other:_____ ☐ 71

_____

22. HOW OFTEN HAVE YOU CHANGED CHILD CARE ARRANGEMENTS IN THE LAST SIX MONTHS?

☐☐ times 72-73

23. DO YOU PLAN TO CHANGE YOUR CHILD CARE ARRANGEMENTS IN THE NEAR FUTURE?

1 Yes
2 No ☐ 74

7

IF NO, go to Question 24

IF YES

WHICH OF THE FOLLOWING REASONS BEST EXPLAIN THE PLANNED CHANGE? (check all that apply)

1 My current caregiver is quitting. ☐ 8
2 I need a caregiver closer to my home. ☐ 9
3 I need a caregiver closer to my work. ☐ 10
4 My child is not happy with the caregiver. ☐ 11
5 I am not happy with the caregiver. ☐ 12
6 I need a caregiver with more flexible hours. ☐ 13
7 I need less expensive care. ☐ 14
8 I want a different program for my child. ☐ 15
9 We will be moving. ☐ 16
10 I won't be working. ☐ 17
11 Other. ☐ 18

24. HOW EASY OR DIFFICULT HAS IT BEEN TO FIND CHILD CARE ARRANGEMENTS? (choose one)

1 Very easy
2 Easy
3 Somewhat easy
4 Somewhat difficult
5 Difficult
6 Very difficult

☐ 19

25. HOW EASY OR DIFFICULT HAS IT BEEN TO CONTINUE WITH YOUR CHILD CARE ARRANGEMENTS? (choose one)

1 Very easy
2 Easy
3 Somewhat easy
4 Somewhat difficult
5 Difficult
6 Very difficult

☐ 20

26. IS THERE ANYTHING ELSE YOU'D LIKE TO ADD?

_____

_____

_____

_____

_____

Thank you for completing the survey. Please enclose it in the attached, self-addressed envelope and mail to the:

REGIONAL RESEARCH INSTITUTE for Human Services
Portland State University
P.O. Box 751
Portland, Oregon 97207

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Appendix B

Number of Household Adults Working Outside the Home Separately for Male and Female Employees

EMPLOYED MEN WITH CHILDREN UNDER 18

Adults Working \ Adults in Household	1	2	3	4	5	
1	13	66	5	1	0	85
2		118	12	4	1	135
3			3	3	0	6
4				0	0	0
5					0	0
	13	184	20	8	1	226

EMPLOYED WOMEN WITH CHILDREN UNDER 18

Adults Working \ Adults in Household	1	2	3	4	5	6	
1	57	10	2	0	0	0	69
2		120	13	0	1	0	140
3			7	3	0	0	10
4				2	0	0	2
5					0	1	0
6						0	0
	57	130	22	11	1	1	222

EMPLOYED MEN WITHOUT CHILDREN UNDER 18

Adults Working \ Adults in Household	1	2	3	4	5	
1	70	46	3	1	1	121
2		89	13	4	2	108
3			16	6	0	22
4				0	0	0
5					0	0
	70	135	32	11	3	251

EMPLOYED WOMEN WITHOUT CHILDREN UNDER 18

Adults Working \ Adults in Household	1	2	3	4	5	6	7	
1	107	19	3	0	0	0	0	129
2		83	6	0	0	0	0	89
3			5	2	1	0	0	8
4				2	0	0	0	2
5					1	0	0	1
6						0	0	0
7							1	1
	107	102	14	4	2	0	1	230

Appendix C

Care By An Adult* Member of the Household

	MEDIAN	MEAN	ST. DEV.
AGE OF CHILDREN:	7.8	8.1	4.7

	Frequency	Percent
0-2:	34	15%
3-5:	42	18%
6-8:	52	22%
9-11:	40	17%
12-14:	36	16%
15-17:	28	12%
	n=232 children	100%

MONTHS USED THIS CARE ARRANGEMENT:	47.8	49.7	37.2
HOURS A WEEK USED THIS CARE ARRANGEMENT:	40.2	38.1	16.0
SATISFACTION WITH THIS CARE ARRANGEMENT:	1.1	1.4	.8

	Frequency	Percent
1 Very satisfied:	96	78%
2 Satisfied:	16	13%
3 Mixed feelings:	7	6%
4 Dissatisfied:	2	1.5%
5 Very dissatisfied:	2	1.5%
	n=123 parents	100%

AVERAGE NUMBER OF CHILDREN PER ARRANGEMENT: 1.74

PERCENT OF FAMILIES USING THIS KIND OF ARRANGEMENT: 29%

PERCENT OF TOTAL ARRANGEMENTS THAT ARE OF THIS KIND:

All Arrangements	26%
Of Men Employees:	39%
Of Women Employees:	11%

*This is usually a spouse, but we defined "adult" as anyone 18 or over.

Appendix D

Care By An Older Brother or Sister

	MEDIAN	MEAN	ST. DEV.
AGE OF CHILDREN:	10.3	9.8	3.1

	Frequency	Percent
0-2:	1	5%
3-5:	3	7%
6-8:	12	26%
9-11:	17	37%
12-14:	10	22%
15-17:	3	7%
	n= 46 children	100%

MONTHS USED THIS CARE ARRANGEMENT:	11.8	17.5	16.4
HOURS A WEEK USED THIS CARE ARRANGEMENT:	9.6	11.6	12.3
SATISFACTION WITH THIS CARE ARRANGEMENT:	2.2	2.4	1.2

	Frequency	Percent
1 Very satisfied:	9	26%
2 Satisfied:	13	38%
3 Mixed feelings:	8	24%
4 Dissatisfied:	4	12%
5 Very dissatisfied:	0	0
	n= 34 parents	100%

AVERAGE NUMBER OF CHILDREN PER ARRANGEMENT: 1.44

PERCENT OF FAMILIES USING THIS KIND OF ARRANGEMENT: 7%

PERCENT OF TOTAL ARRANGEMENTS THAT ARE OF THIS KIND:

All Arrangements:	6%
Of Men Employees:	6%
Of Women Employees:	6%

Appendix E

Children Who Look After Themselves

	MEDIAN	MEAN	ST. DEV.
AGE OF CHILDREN:	13.6	13.4	2.6

	Frequency	Percent
0-2:	0	0%
3-5:	1	1%
6-8:	10	4%
9-11:	43	19%
12-14:	87	38%
15-17:	89	38%
	n=230 children	100%

MONTHS USED THIS CARE ARRANGEMENT:	23.8	25.4	21.3
HOURS A WEEK USED THIS CARE ARRANGEMENT:	14.6	18.6	14.7
SATISFACTION WITH THIS CARE ARRANGEMENT:	2.0	2.1	1.0

	Frequency	Percent
1 Very satisfied:	46	33%
2 Satisfied:	46	33%
3 Mixed feelings:	37	26%
4 Dissatisfied:	5	4%
5 Very dissatisfied:	5	4%
	n=139 parents	100%

AVERAGE NUMBER OF CHILDREN PER ARRANGEMENT: 1.53

PERCENT OF FAMILIES USING THIS KIND OF ARRANGEMENT: 34%

PERCENT OF TOTAL ARRANGEMENTS THAT ARE OF THIS KIND:

All Arrangements:	29%
Of Men Employees:	27%
Of Women Employees:	32%

Appendix F

Care By Someone Who Comes to the Home

	MEDIAN	MEAN	ST. DEV.
AGE OF CHILDREN:	7.2	6.4	4.1

	Frequency	Percent
0-2:	6	22%
3-5:	3	12%
6-8:	7	27%
9-11:	7	27%
12-14:	3	12%
15-17:	0	0%
	n= 26 children	100%

MONTHS USED THIS CARE ARRANGEMENT:	13.5	42.3	39.8
HOURS A WEEK USED THIS CARE ARRANGEMENT:	15.5	24.6	16.6
SATISFACTION WITH THIS CARE ARRANGEMENT:	1.4	1.6	.8

	Frequency	Percent
1 Very satisfied:	8	57%
2 Satisfied:	3	21.5%
3 Mixed feelings:	3	21.5%
4 Dissatisfied:	0	0%
5 Very dissatisfied:	0	0%
	n= 14 parents	100%

AVERAGE NUMBER OF CHILDREN PER ARRANGEMENT: 1.86

AVERAGE WEEKLY COST OF THIS ARRANGEMENT: $79.07

PERCENT OF FAMILIES USING THIS KIND OF ARRANGEMENT: 3%

PERCENT OF TOTAL ARRANGEMENTS THAT ARE OF THIS KIND:

All Arrangements:	3%
Of Men Employees:	3%
Of Women Employees:	2%

Appendix G

Care In the Home of a Relative

	MEDIAN	MEAN	ST. DEV.
AGE OF CHILDREN:	7.0	6.7	4.4

	Frequency	Percent
0-2:	5	19%
3-5:	6	22%
6-8:	7	25%
9-11:	4	15%
12-14:	5	19%
15-17:	0	0
	n= 27 children	100%

MONTHS USED THIS CARE ARRANGEMENT:	12.5	31.6	35.1
HOURS A WEEK USED THIS CARE ARRANGEMENT:	39.7	32.2	15.0
SATISFACTION WITH THIS CARE ARRANGEMENT:	1.3	1.6	.9

	Frequency	Percent
1 Very satisfied:	16	64%
2 Satisfied:	5	20%
3 Mixed feelings:	3	12%
4 Dissatisfied:	1	4%
5 Very dissatisfied:	0	0
	n=25 parents	100%

AVERAGE NUMBER OF CHILDREN PER ARRANGEMENT: 1.04

PERCENT OF FAMILIES USING THIS KIND OF ARRANGEMENT: 5%

PERCENT OF TOTAL ARRANGEMENTS THAT ARE OF THIS KIND:

All Arrangements:	5%
Of Men Employees:	4%
Of Women Employees:	6%

Appendix H

Care By a Non-Relative in a Family Day Care Home

	MEDIAN	MEAN	ST. DEV.
AGE OF CHILDREN:	4.2	4.6	4.0

	Frequency	Percent
0-2:	41	36%
3-5:	26	22%
6-8:	27	23%
9-11:	19	16%
12-14:	2	2%
15-17:	1	1%
	n=116 children	100%

MONTHS USED THIS CARE ARRANGEMENT:	14.0	25.1	26.4
HOURS A WEEK USED THIS CARE ARRANGEMENT:	40.1	34.9	18.8
SATISFACTION WITH THIS CARE ARRANGEMENT:	1.9	2.0	1.0

	Frequency	Percent
1 Very satisfied:	37	39%
2 Satisfied:	26	27%
3 Mixed feelings:	27	29%
4 Dissatisfied:	2	2%
5 Very dissatisfied:	3	3%
	n=95 parents	100%

AVERAGE NUMBER OF CHILDREN PER ARRANGEMENT: 1.23

AVERAGE WEEKLY COST OF THIS ARRANGEMENT: $42.35

PERCENT OF FAMILIES USING THIS KIND OF ARRANGEMENT: 21%

PERCENT OF TOTAL ARRANGEMENTS THAT ARE OF THIS KIND:

All Arrangements:	18%
Of Men Employees:	12%
Of Women Employees:	26%

Appendix I

Care in a Day Care Center

	MEDIAN	MEAN	ST. DEV.
AGE OF CHILDREN:	4.3	4.8	2.3

	Frequency	Percent
0-2:	11	15%
3-5:	41	55%
6-8:	16	22%
9-11:	6	8%
12-14:	0	0%
15-17:	0	0%
	n= 74 children	100%

MONTHS USED THIS CARE ARRANGEMENT:	11.8	16.6	17.3
HOURS A WEEK USED THIS CARE ARRANGEMENT:	30.0	28.9	19.2
SATISFACTION WITH THIS CARE ARRANGEMENT:	1.6	1.7	.8

	Frequency	Percent
1 Very satisfied:	29	45%
2 Satisfied:	25	39%
3 Mixed feelings:	9	14%
4 Dissatisfied:	1	2%
5 Very dissatisfied:	0	0%
	n= 64 parents	100%

AVERAGE NUMBER OF CHILDREN PER ARRANGEMENT: 1.09

AVERAGE WEEKLY COST OF THIS ARRANGEMENT: $42.72

PERCENT OF FAMILIES USING THIS KIND OF ARRANGEMENT: 15%

PERCENT OF TOTAL ARRANGEMENTS THAT ARE OF THIS KIND:

All Arrangements:	13%
Of Men Employees:	9%
Of Women Employees:	17%

Appendix J

Average Weekly Cost of Child Care Arrangements and Level of Family Income

Average Cost Per Arr't

	Mean	(St. Dev.)	n	Family Income Under $30,000	Family Income $30,000+
Family Day Care					
All Arrangements	$ 42.35	(22.33)	91	$42.28 ($27.29) n=32	$42.39 ($19.38) n=59
1-Child Arrangements	38.52	(17.25)	62		
2-Child Arrangements	43.79	(21.07)	24		
3-Child Arrangements	83.00	(42.66)	5		
Day Care Center					
All Arrangements	42.72	(19.37)	65	$42.28 ($20.89) n=18	$42.89 ($18.99) n=47
1-Child Arrangements	43.07	(17.19)	58		
2-Child Arrangements	39.86	(34.40)	7		
Someone Comes In					
All Arrangements	79.07	(62.64)	14	$32.33 ($20.60) n=3	$91.82 ($60.66) n=11
1-Child Arrangements	96.14	(72.20)	7		
2-Child Arrangements	71.25	(64.08)	4		
3-Child Arrangements	70.00	(7.07)	2		
4-Child Arrangements	9.00	0.	1		

Appendix K

Number of Days Employees Missed Work

	mean	st. dev.	n
JOB AND FAMILY STATUS:			
Non-management women with children	1.121	2.756	147
Non-management women with no children	.474	1.085	138
Management women with children	.680	1.425	75
Management women with no children	1.132	3.351	92
Non-management men with children	.474	1.453	116
Non-management men with no children	.423	1.397	123
Management men with children	.584	1.954	113
Management men with no children	.511	1.956	137
TYPE OF CHILD CARE:			
Parent or adult member of household	.474	1.459	133
Older brother or sister	.781	2.225	32
Looks after self	.867	2.666	150
Someone comes in		.555	14
Home of relative	1.240	2.314	25
Family day care	1.276	3.011	98
Day Care Center	.735	1.141	68

Appendix L

Number of Times Employees Were Late To Work

	mean	st. dev.	n
JOB AND FAMILY STATUS:			
Non-management women with children	1.690	3.181	142
Non-management women with no children	.992	1.752	131
Management women with children	.871	1.833	70
Management women with no children	.753	1.384	89
Non-management men with children	.385	.932	109
Non-management men with no children	.183	.580	120
Management men with children	.423	1.041	111
Management men with no children	.248	.820	133
TYPE OF CHILD CARE:			
Parent or adult member of household	.331	1.078	133
Older brother or sister	.437	1.014	32
Looks after self	.633	2.163	150
Someone comes in	.214	.893	14
Home of relative	.640	1.186	25
Family day care	1.490	3.294	98
Day Care Center	1.632	2.906	68

Appendix M

Number of Times Employees Left Work Early

	mean	st. dev.	n
JOB AND FAMILY STATUS:			
Non-management women with children	.736	1.244	140
Non-management women with no children	.721	2.027	129
Management women with children	.620	1.176	71
Management women with no children	.618	1.173	89
Non-management men with children	.532	2.080	109
Non-management men with no children	.433	1.301	120
Management men with children	.667	1.306	111
Management men with no children	.705	2.132	132
TYPE OF CHILD CARE:			
Parent or adult member of household	.466	1.013	133
Older brother or sister	.063	.435	32
Looks after self	.593	1.400	150
Someone comes in	.286	.995	14
Home of relative	1.240	4.034	25
Family day care	.490	1.067	98
Day Care Center	.544	1.190	68

Appendix N

Number of Times Employees Had to Deal with Family-related Matters During Work Hours

	mean	st. dev.	n
JOB AND FAMILY STATUS:			
Non-management women with children	1.993	3.578	137
Non-management women with no children	1.260	5.621	131
Management women with children	2.652	3.390	69
Management women with no children	1.455	2.986	88
Non-management men with children	1.741	7.136	108
Non-management men with no children	.496	1.389	119
Management men with children	1.937	2.807	111
Management men with no children	.848	1.541	132
TYPE OF CHILD CARE:			
Parent or adult member of household	1.256	2.258	133
Older brother or sister	2.344	3.442	32
Looks after self	2.200	6.387	150
Someone comes in	3.429	5.639	14
Home of relative	1.440	2.022	25
Family day care	2.612	4.141	98
Day Care Center	2.220	3.476	68